Personnel Data Systems Update

Col Howard L. Borst
ESC/HR
(210) 565-1209 DSN

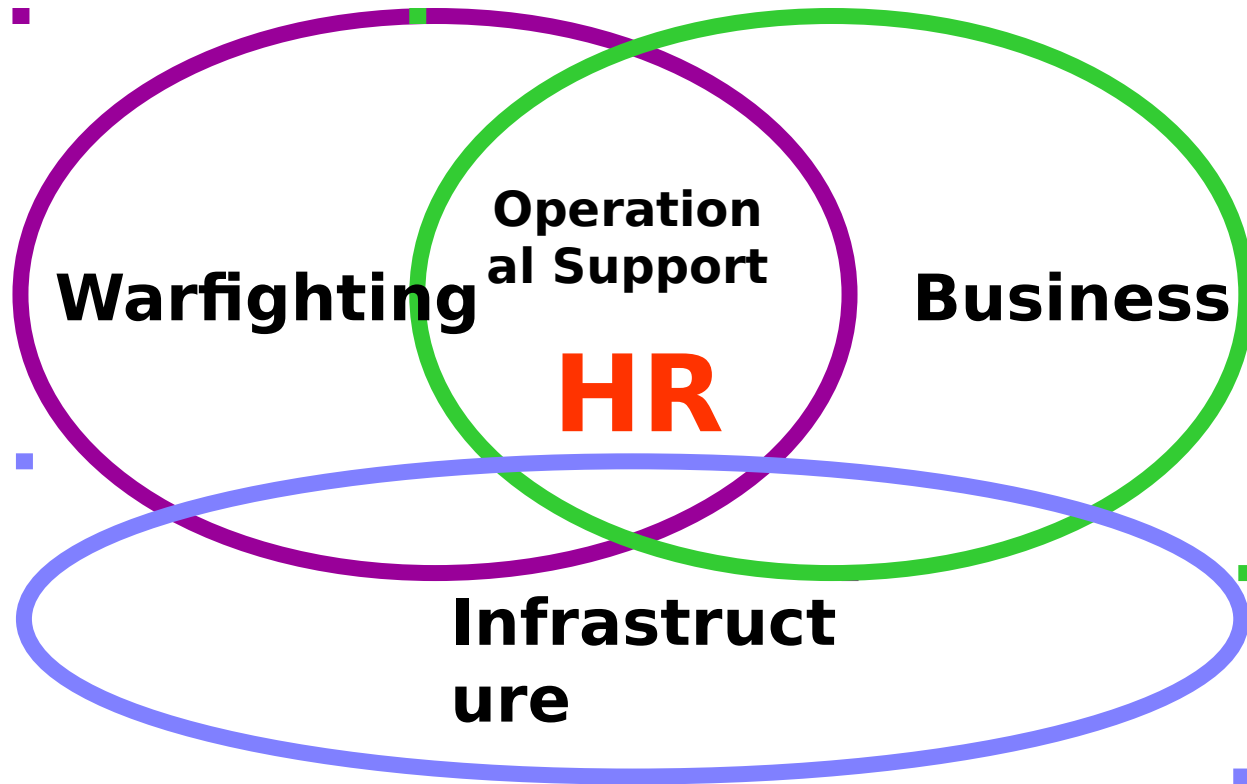# HRC2 SPO Strategic Intent

Vision
**Ensure Our HRC2 Systems
Support the Ability of the USAF
To Have the Right People
In the Right Place at the Right Time**

Mission
**Provide World Class Human Resource
Command and Control Systems
On-time, On-cost, As Required**

Where HRC2 Fits
in the Air Force Enterprise

Warfighting

Operational Support

HR

Business

Infrastructure

The Air Force Enterprise comprises all MAJCOMs, headquarters AF, agencies, installations, forces, and ALL operational mission and support activities those organizations perform.
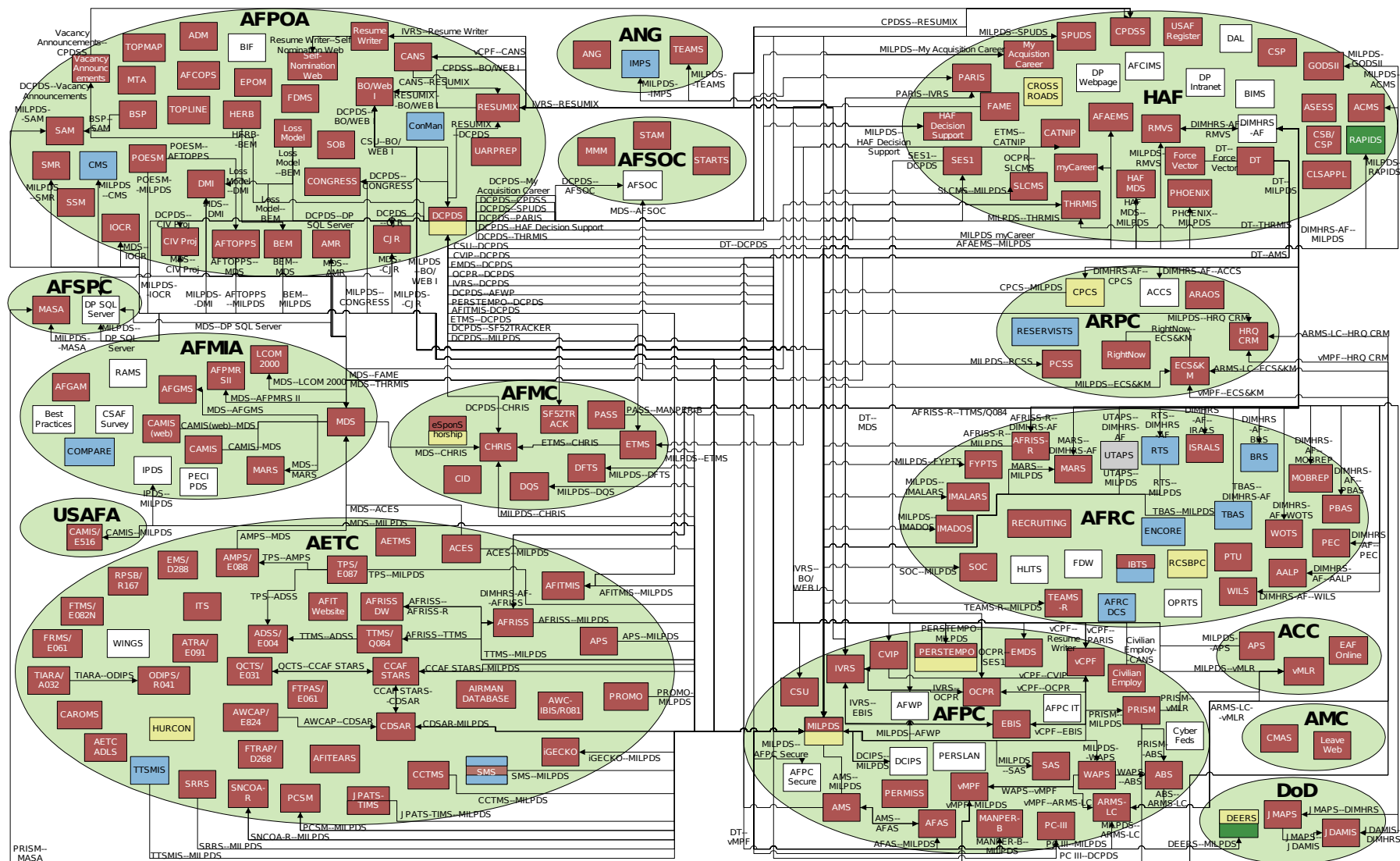
HRC2 Enterprise

HRC2 Enterprise

95 WEB Applications

77 Interfaces

SAS DISCOVERER

MilPDS DBs

30 Unique Databases
(19 Mil, 11 Civ)

MAJCOM UNIQUE APPLICATIONS

MANPOWER APPLICATIONS

DCPDS AND OTHER CIVILIAN APPLICATIONS

MilPDS

Recruit & Access
- RA
- PACE
- BMT

Education & Training
- OTA
- ET
- RI/Discover
- X19 Driver

- **Utilization**
- PCARS
- Overseas History
- TDY
- UT
- PRP
- AIMS
- PAS
- AWOL
- Mobilization

Maintenance & Enhancement
- Career Maintenance

Retirement & Separation
- Ret/Sep

AFAS
AMS
Millennium
eVector

PCIII

vMPF

IDEAS/RAW

MANPER B

ARMS/ARMS LC

AFPC Secure

Prism

WAPS

EXITS

HRC2 Organization

300+ personnel

HR
HRC2 SPO
Director
Col Howard L. Borst

Chief Engineer
Ms. Frankie Sorrell

SEPG

Exec – **Capt Jose Corella**
Sec – **Ms. Olga Vincent**
NCOIC, IM – **MSgt Henry Torres**

Senior Enlisted Advisor
CMSgt Charlene Carty

HRP
Business Operations Division
LtCol Deborah Fort

HRS
Military Systems Division
Col Bruce Doss
LtCol Steve March, Dep

HRX
Change Management Division
Ms. Beverly Lyons

HRI
Engineering Division
Mr. Wayne Feltman
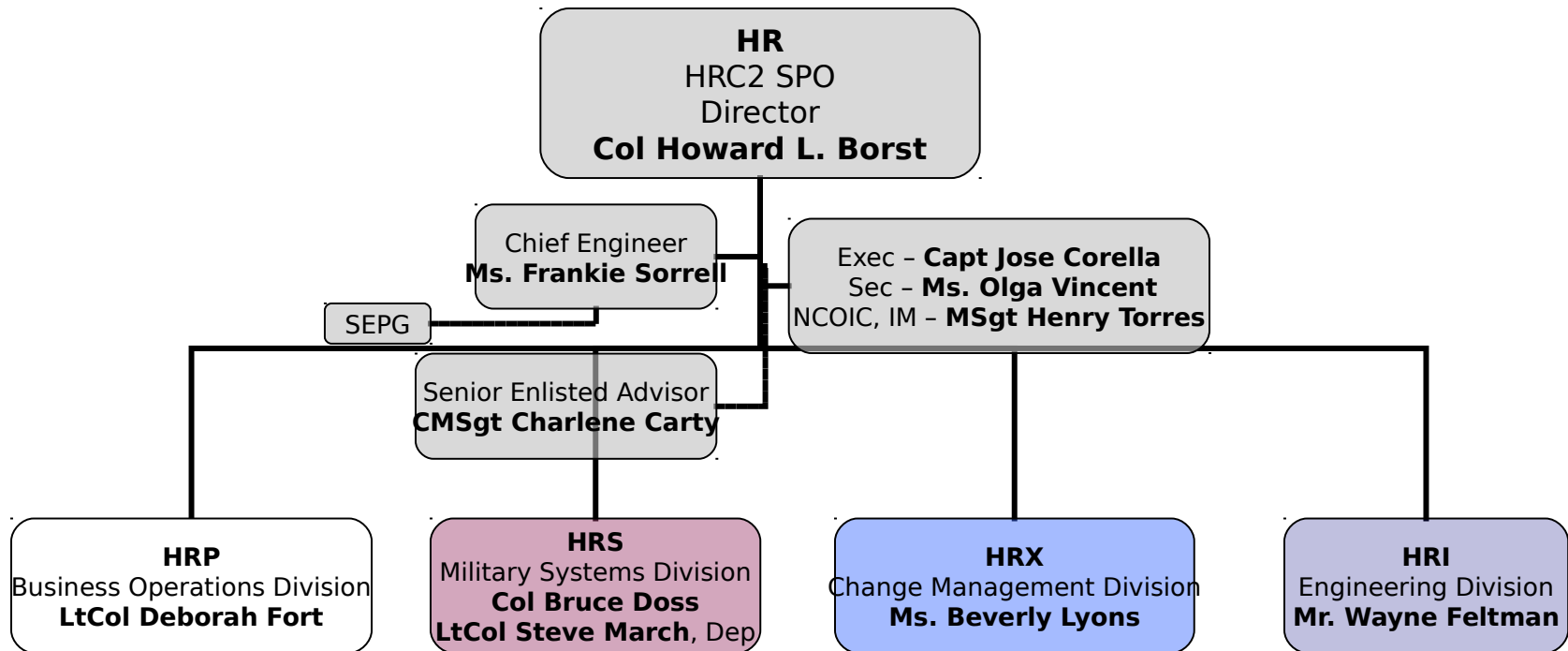
26 personnel

- Contracting
- Finance
- Current Systems
- Future Systems

148 personnel

- MilPDS Support
- MilPDS Software Maintenance
- Web Applications

40 personnel

- SEPG
- Configuration Mgmt
- Quality Assurance
- Integration Tools

84 personnel

- Test
- Requirements Engineering
- Database Application

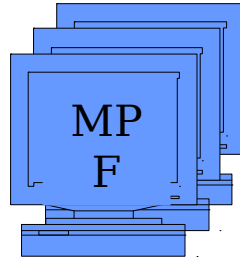# *We are in a race toward the future...*

Stabilize "MilPDS"

Keeping the Wheels On

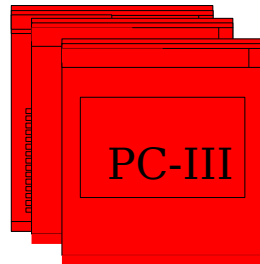# USAF HRC2 is a "World-class" HR System

4,400 Users/Day
35,000 Reports/Day

MPF
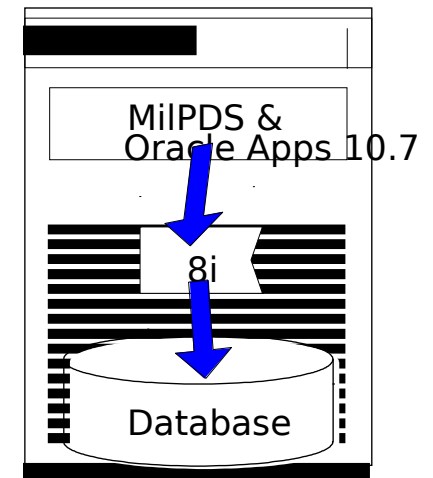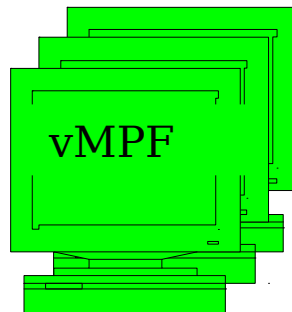
600K Population

1.7+M Total Records

11 TBytes Data

3.4M Lines of Code

77+ Interfaces

23,000 Transactions per Day

PC-III

MilPDS & Oracle Apps 10.7

8i

Database

175,000 Connects/Day
6.8GBytes Data/Day

vMPF

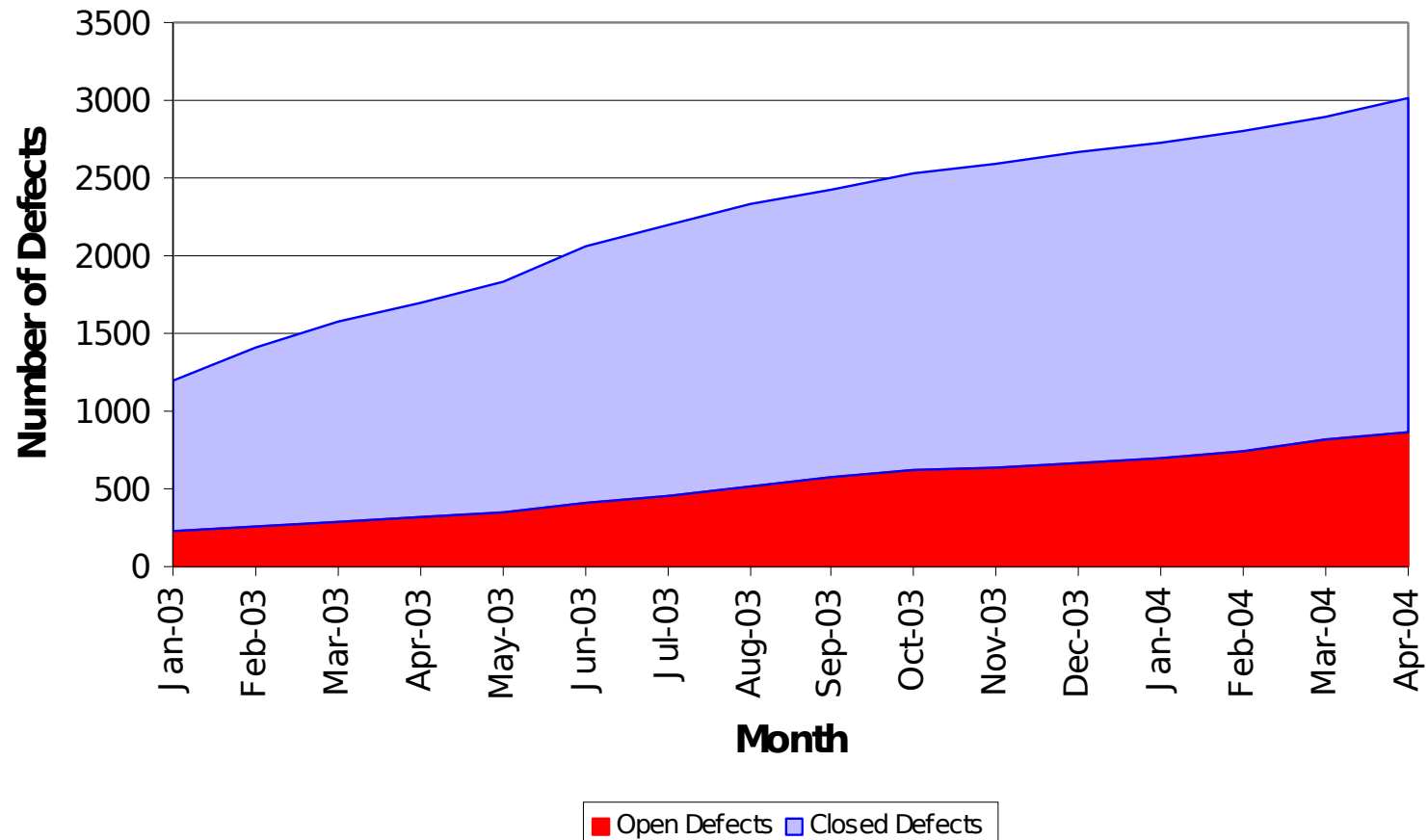# MILPDS Defects

MilPDS Defects - Open Vs. Closed

MilPDS Stability

MilPDS Production Defect Trend
(New Defects)
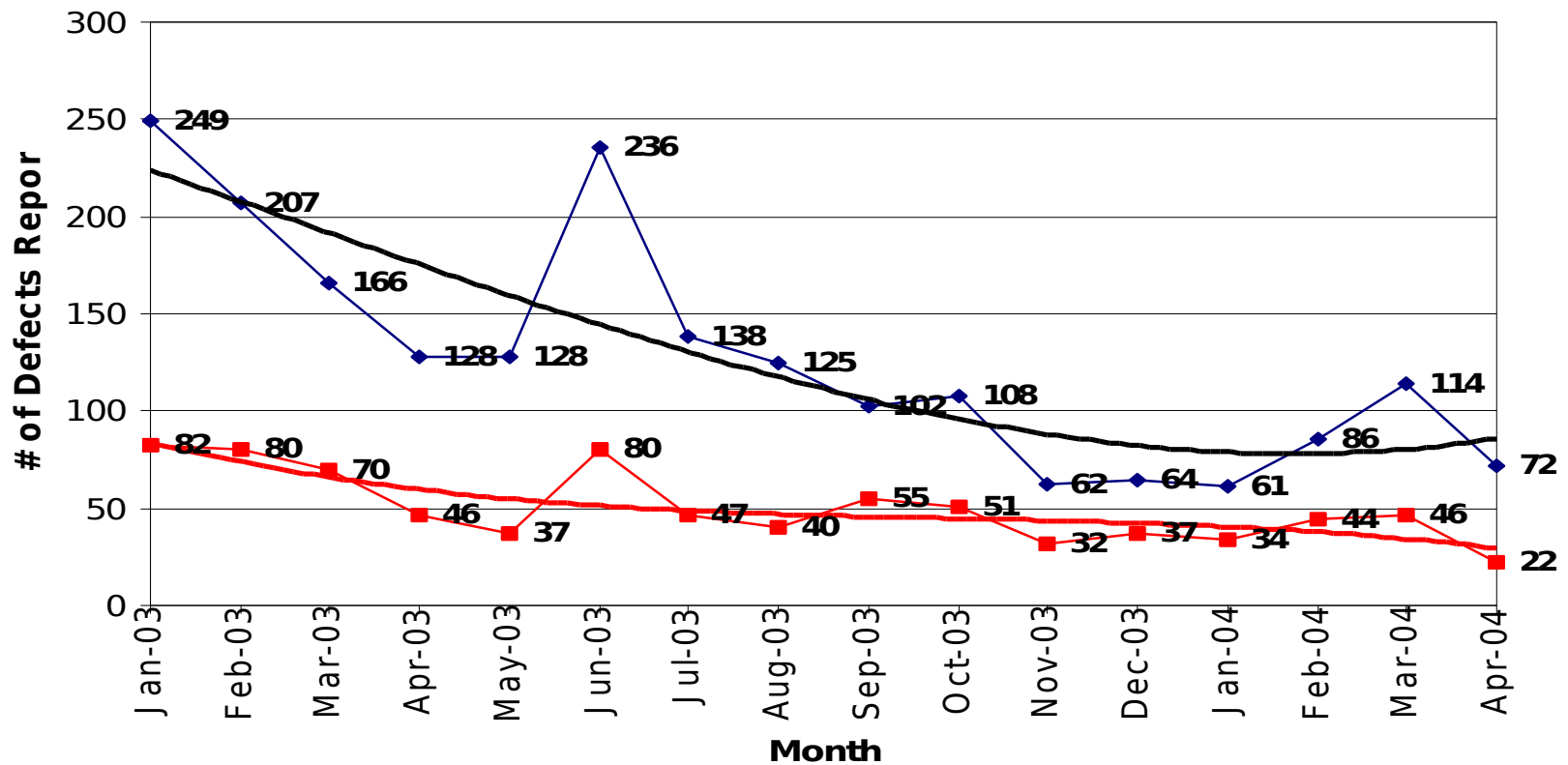
MilPDS Release Schedule

Mar03	Apr03	Sep03	Oct03	Jan04	Apr04	Jul04	Oct04	Jan05	Apr05

Release 2.0.0 – Planned Maintenance — 21 Mar 03

Release 2.0.1 – Planned Maintenance & AFSC Conversion — 25 Apr

Release 2.0.2 – Planned Maintenance — 12 Sep

Release 2.0.3 – AFSC Conversion & National Call to Service — 24 Oct

CY 03 Deliverables

Release 2.0.4 – Planned Maintenance & TTMS Onlines/Outgoings — 27 Feb 04

Release 2.0.4.1 – AFSC Conversion Only — 23 Apr

FY 04 Deliverables

Release 2.0.5 – Planned Maintenance — 25 Jun

Release 2.0.6 – TTMS Incoming Release — 27 Aug

Release 2.0.7 – Planned Maintenance (RMB underway) & AFSC Conversion — 29 Oct

30 Apr

MilPDS Available Programming Hours
No Military Past 1 Oct 04

Dev Hours

	2.0.2 (Sep 03)	2.0.3 (Oct 03)	2.0.4 (Feb 04)	2.0.5 (Jun 04)	2.0.7 (Oct 04)	2.0.8 (Feb 05)	2.0.9 (Jun 05)	2.0.10 (Oct 05)
■ Dev Hours	16907	825	11623	10651.5	9680	8776	7872	7392
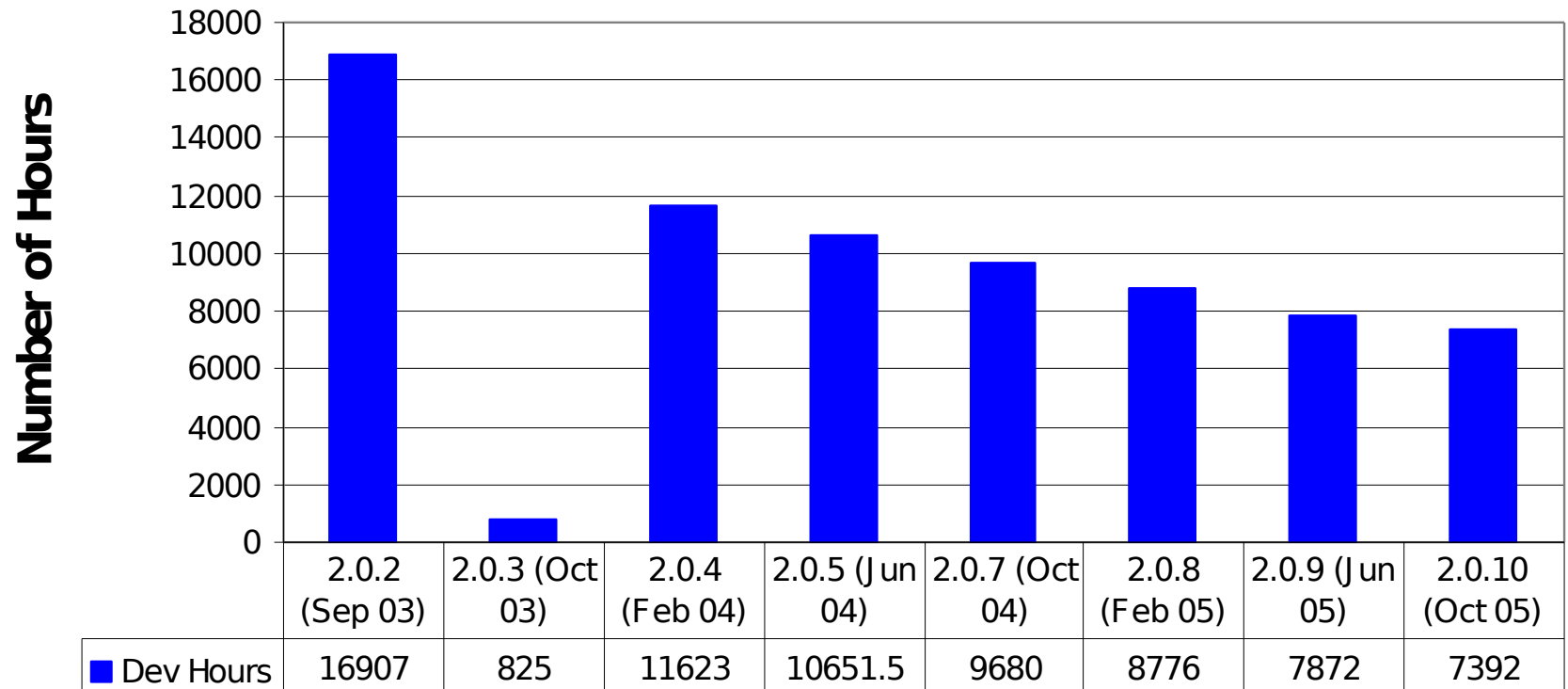
"Webification of MiLPDS"

Today

MilPDS Client

12th Comm Router

AFPC Router

MilPDS Server "Goose"

Future

Internet User

12th Comm Router

AFPC Router

Web Front-end

Citrix Servers

MilPDS Client

MilPDS Server "Goose"
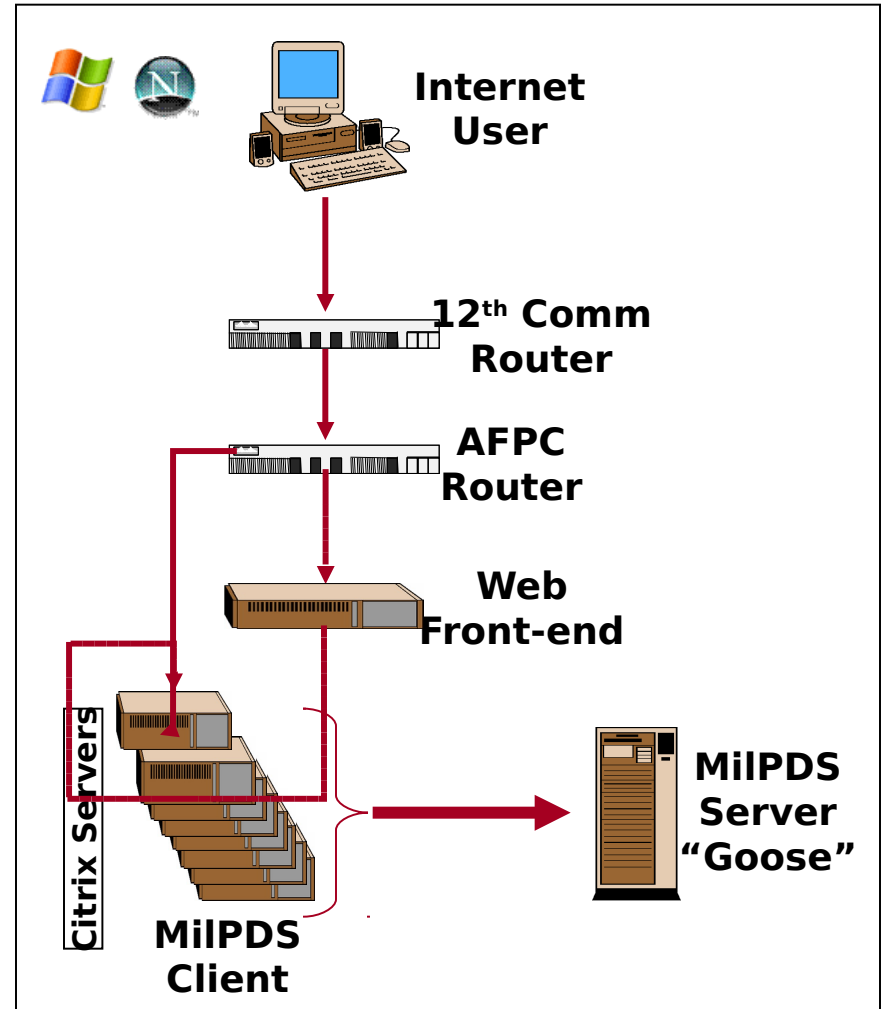
User Feedback

- **System significantly faster**
    - **Depending on base communications**
    - **Randolph: negligible improvement**
    - **Incirlik: 3 hours to 1 minute**
    - **Laughlin: 1.5 hours to 35 seconds**
    - **Denver: 10 minutes to 1 minute**
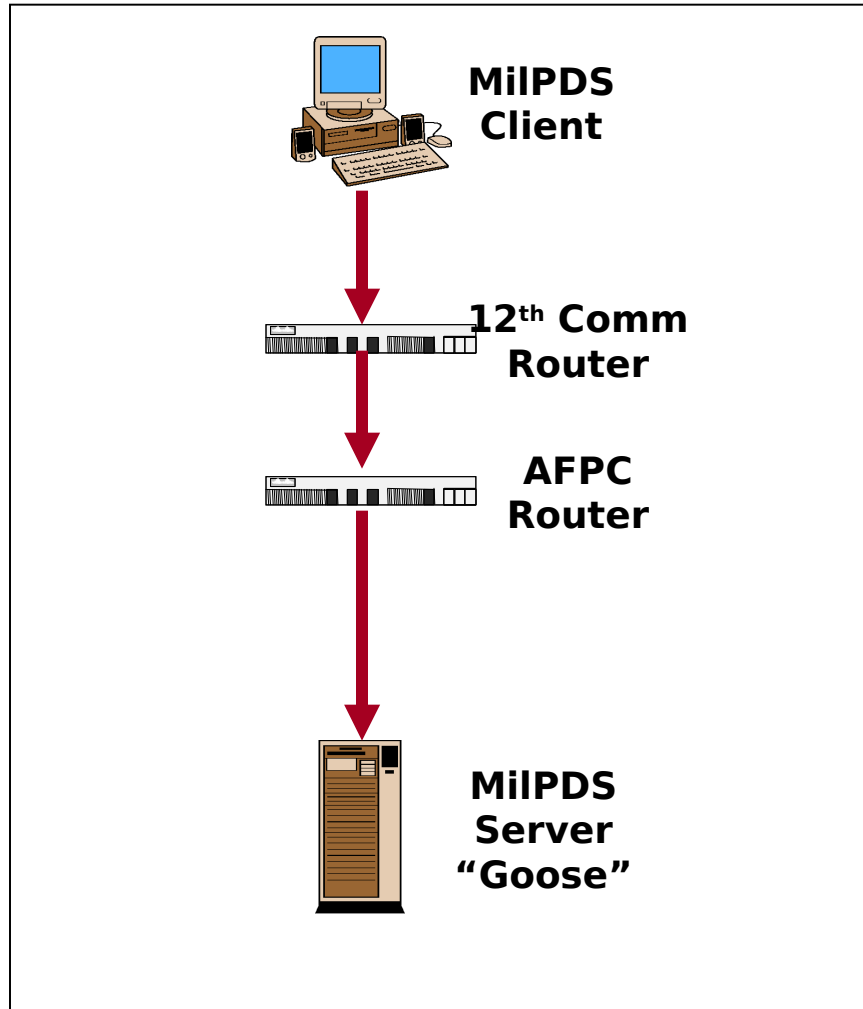   - **Allows elimination of MilPDS servers at MPFs**
- **User complaints**
    - **Hard drive mapping / network drives not available**
    - **Slight lag in "on-screen" performance (mouse drag, etc)**
- **Installation difficulties**
    - **Firewall access has been only difficulty to date**

Automated Records Management

Paper

Images on Microfiche

Scanned Images on

Scanned Images on

Image: 70K
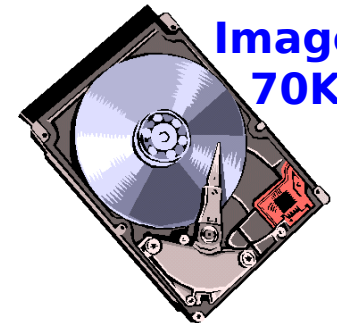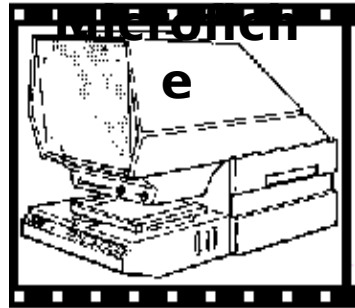
E-Records

- Open/Web-based
- 660K Users (all Members)
- 80 Million Images (10TB)
- Single Record Repository
- Electronic Documents
- Mirrored SAN, Tape, DVD

Military System Availability
10 May – 16 May
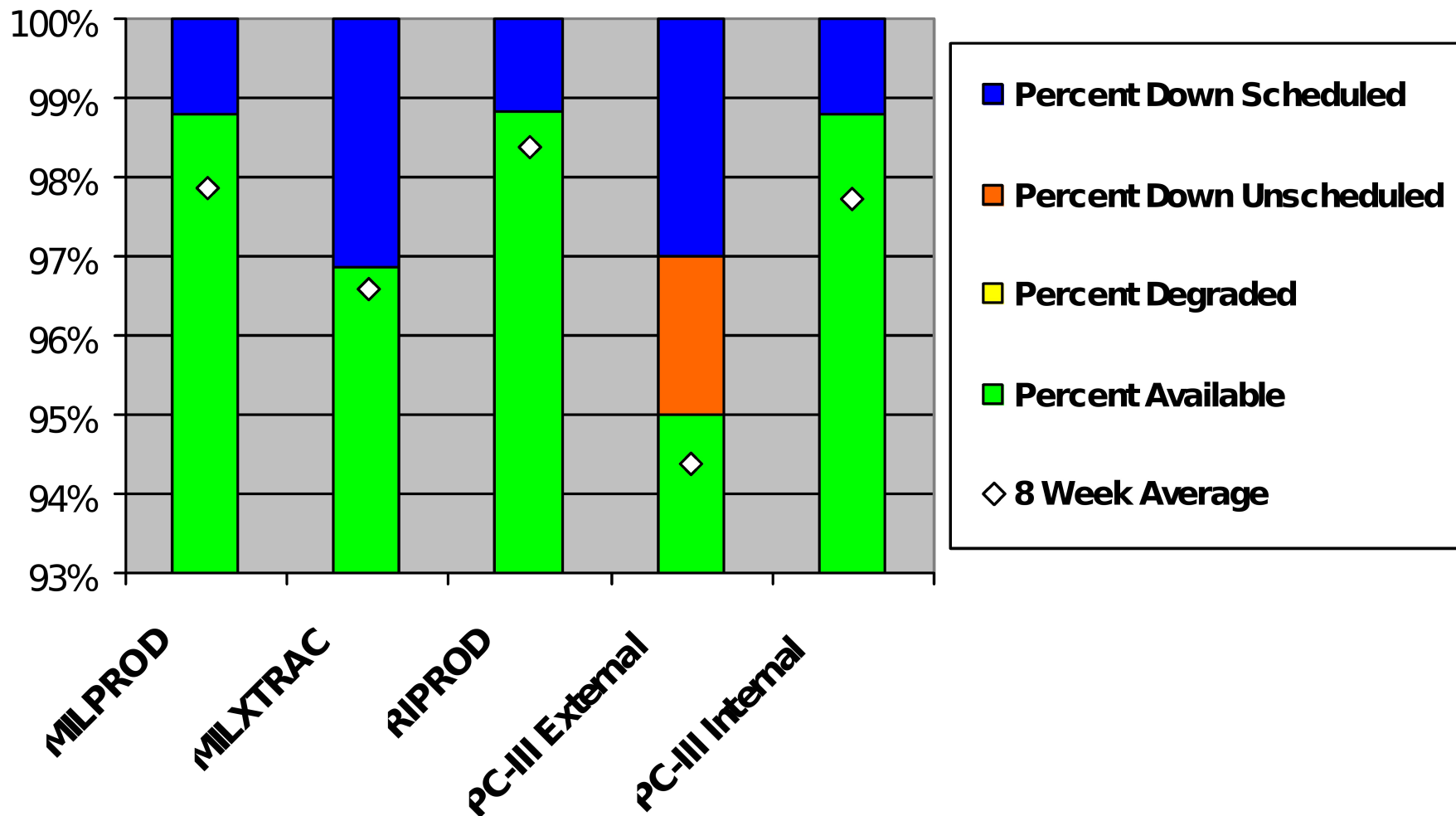
Military Web Applications & Unique Availability
10 May – 16 May
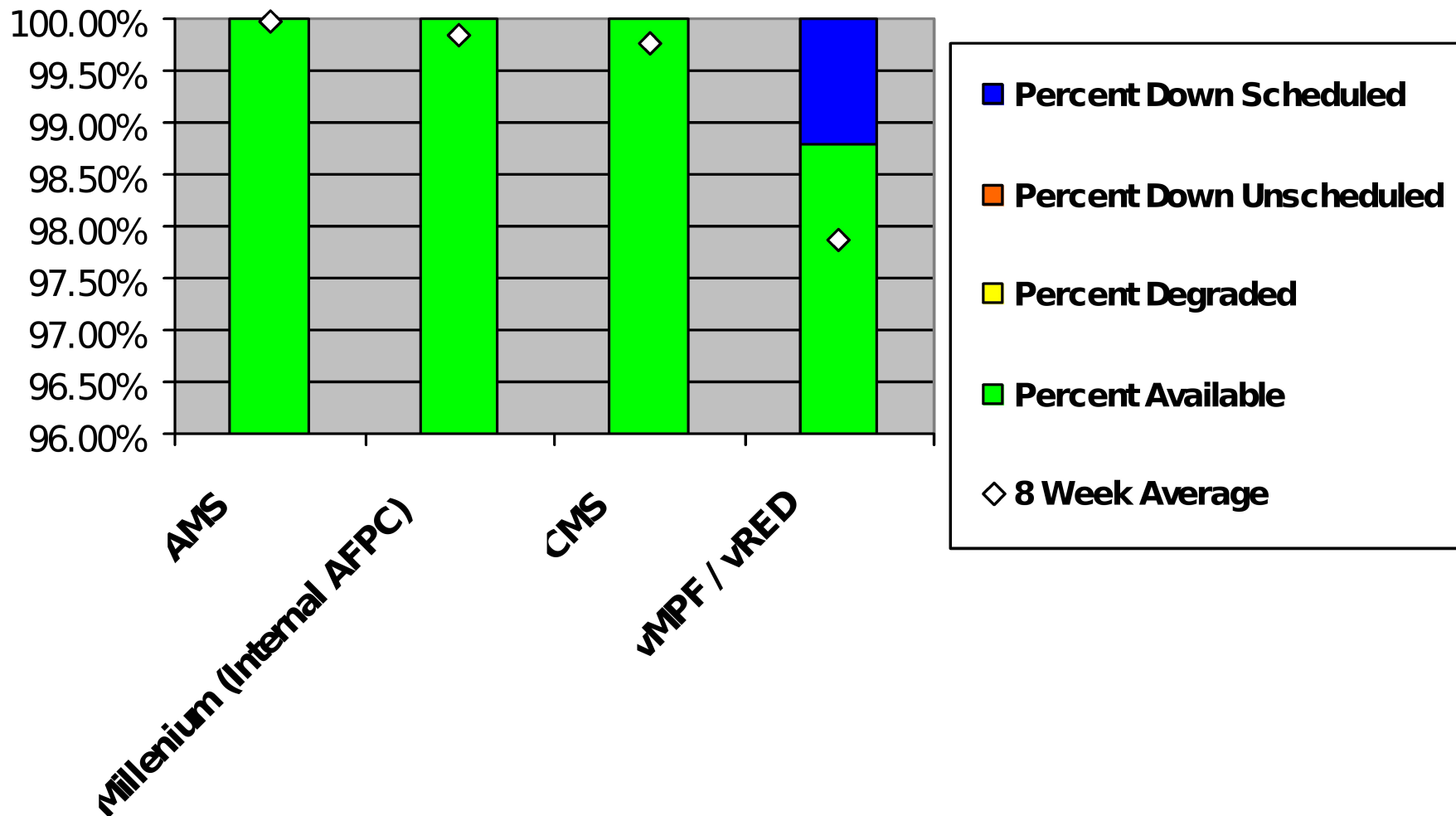
MilPDS Way Forward

- "WEBIFY" MILPDS to improve performance and deployed ops support
  - Supports re-organization MPF/CSS
- Focus post-2.0.7 releases on Pay and By-law changes
- Work to support DIMHRS, DIMHRS+,
- Continue to support process improvement efforts

MILPDS must remain viable until DIHMRS and DIHMRS + are FOC

We are in a race toward the future...

Changing the Engine

"DIMHRS"

Keeping the Wheels On

Stabilize "MilPDS"

DIMHRS Scope

External Departments & Agencies

Service Operations Chief

Military Service Pay Centers

Service Member

Family Members

Personnel

Process Accessions

Develop Personnel

DIMHRS (Pers /Pay) Mission

Integrated Data Environment

Manage Personnel Strength

Service Headquarters

Service Personnel Chief

Support Quality of Life

Sustain Personnel

Perform Military Personnel & Pay Administration

Personnel Chief of Unified Command

Deployed Units

Combatant Commanders

OSD

Commanders

GCSS

High -Level Operational Concept Graphic (OV   -1)

USAF HRC2 System Mapped to DIMHRS

95 WEB Applications

77 Interfaces/Files

SAS DISCOVERER

MilPDS

Recruit & Access
• RA
• PACE
• BMT

Education & Training
• OTA
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• X19 Driver

• Utilization
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• Overseas History
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Maintenance & Enhancement
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MAJCOM UNIQUE APPLICATIONS

MANPOWER APPLICAITONS

DCPDS AND OTHER CIVILIAN APPLICATIONS

MilPDS DBs

30 Unique Databases (19 Mil, 11 Civ)

AFAS AMS Millennium eVector

PCIII

vMPF

IDEAS/RAW

MANPER B

ARMS/ARMS LC

AFPC Secure

Prism

WAPS

EXITS

32%

96

DIMHRS Spiral 1

36

DIMHRS Spiral 2

AF Unique

DIMHRS++

DIMHRS +

DIMHRS Program Baseline

FY 03	FY 04	FY 05	FY 06	FY 07	FY 08

Army Deployment

| PD | DESIGN | | | SIT/SA/DT&E/OT&E/FOT&E | I | TRAINING | | CONVERSION |

Army Development

Army Testing

Today

Nov 05

SECDEF Acceleration?

CST LABs

USAF Data Loads

USAF Deployment

| PD | DESIGN | DEV/UNIT TEST | S | SIT/SA/DT&E/OT&E/FOT&E | I | TRAINING | CONVERSION |

USAF Development

IUT

USAF Testing

Nov 07

Glossary

PD — Preliminary Design
DEV — Development
S — Software Integration Test
IUT — Interim Users Test
SIT — Systems Integration Test
I — IOC
G — Go Live

DIMHRS Way Forward

- Started Data Loads for DIMHRS Development

- Rebuilding MILPDS Logical Data Map

- Working to understand impacts to MILPDS

- Starting "Web sphere" middleware implementation

Will work hard to make USAF DIMHRS a success !

We are in a race toward the future…

"DIMHRS"

Changing the Engine

Doing a Tune-up

Transitional System

Keeping the Wheels On
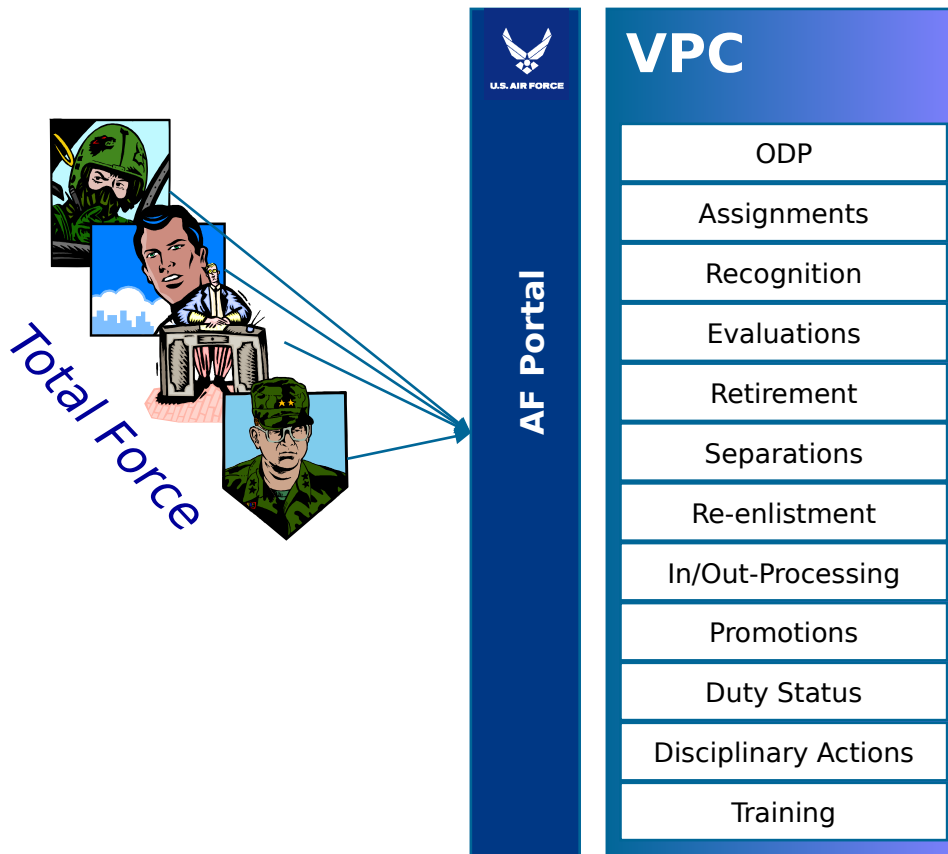
Stabilize "MilPDS"

Overview

- What is DIMHRS+/virtual Personnel Center?

  - A remanufacturing of the MilPDS system as AF functionality is subsumed by DIMHRS

  - A technical refreshment of the current MilPDS architecture

  - A platform for the implementation of transformed AF HR processes

virtual Personnel Center Vision

VPC

ODP
Assignments
Recognition
Evaluations
Retirement
Separations
Re-enlistment
In/Out-Processing
Promotions
Duty Status
Disciplinary Actions
Training

AF Portal

Total Force

The virtual Personnel Center:

- ▶ Supports today's requirements for **Force Development and revolutionizing the service delivery model**;

- ▶ Is built on a **flexible, open architecture** that will enable future expansion while allowing immediate efforts to deliver initial capability;

- ▶ Is a **catalyst for the changes necessary to meet tomorrow's requirements**.

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5/6/2004

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Career Planning
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Mentoring
Retirements
Resources

Search
Tracking Number
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Submit   fill

Search Awards

Search Criteria

Theater   **Dates of Service**
[-----Enter -----] 🔍   [-- ▼][-- ▼][-- ▼] To [-- ▼][-- ▼][-- ▼] 🔍

Operation Name   **Dates of Service**
[enduring freedom] 🔍   [Sep ▼][30 ▼][2002 ▼] To [Mar ▼][30 ▼][2003 ▼] 🔍

Award Name   **Dates of Service**
[-----Enter -----] 🔍   [-- ▼][-- ▼][-- ▼] To [-- ▼][-- ▼][-- ▼] 🔍

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Award	Summary
Air Force Expeditionary Service Ribbon	As recognition for deployed status. The AFESR is awarded to Air Force active duty, reserve, and guard personnel who complete a contingency deployment after 1 October 1999.
Air Force Expeditionary Service Ribbon + Gold Border	Gold border to be worn on the Air Force Expeditionary Service Ribbon (AFESR) to represent participation in combat operations.

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Air Force Expeditionary Service Ribbon + Gold Border		Gold border to be worn on the Air Force Expeditionary Service Ribbon (AFESR) to represent participation in combat operations.

Air Force Expeditionary Service Ribbon + Gold Border

Apply

General

Gold border to be worn on the air force expeditionary service ribbon (AFESR) to represent participation in combat operations

Eligibility

Gold border to be worn on the air force expeditionary service ribbon (AFESR) to represent participation in combat operations. Award of the gold border is authorized for wear on the AFESR by individuals who were engaged in conducting or supporting combat operations in a designated combat zone.

A combat zone is defined as a geographic area designated by the president via executive order, or a qualified hazardous duty area in which a member is receiving imminent danger/hostile fire pay (IDP/HFP). Combat action is defined as when a member is subject to hostile fire, explosion or is engaged in employing lethal weapons (kinetic/non-kinetic).

For award of the gold border members must be/have been assigned to an air expeditionary force (AEF) plan identification (PID) or on contingency exercise deployment (CED) orders and have been receiving IDP/HFP. Aircrew members who engage in combat action must be assigned on aeronautical orders in direct support of a combat zone.

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Application Form

Details

Air Force Expeditionary Service Ribbon + Gold Border

Gold border to be worn on the air force expeditionary service ribbon (AFESR) to represent participation in combat operations

Application

Grade Name: LtC David McGwire   **SSAN:**   xxx-xx-6789

Dates of Service: Sep 30 2002   To   May 30 2003

Required Supporting Documents

1. Proof of dates of service   [   ]   Browse   Upload

📄 **Travel Voucher.pdf**

Submit

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Application Confirmation

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Confirmation

Your award application has been submitted. An email confirmation has been sent to you. **Please make a note of your tracking number:**

AW45FFEW2V

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Awards and Decorations

Please select whether you would like to initiate a decoration for a military airman or an award for a civilian.

My Org

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Unit News
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Search Positions
Assignments
Developmental Education
Awards/Decs
Reporting

(•) Military Decoration   ( ) Civilian Award

Search for a Recipient

AF Portal ID:		**SSAN:**	__ - __ - __
First Name:	Adam	**Rank:**	Choose a Rank ▾
Last Name:	Lebowski	**Sub-Unit:**	Choose a Sub-Unit ▾

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(●) Military Decoration   (○) Civilian Award

Search for a Recipient

AF Portal ID:		**SSAN:**	[ ]-[ ]-[ ]
First Name:	Adam	**Rank:**	Choose a Rank ▼
Last Name:	Lebowski	**Sub-Unit:**	Choose a Sub-Unit ▼

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◉ Military Decoration   ○ Civilian Award

Search for a Recipient

AF Portal ID:		**SSAN:**	__-__-__
First Name:	Adam	**Rank:**	Choose a Rank ▾
Last Name:	Lebowski	**Sub-Unit:**	Choose a Sub-Unit ▾

[Search]   [Reset Search]

Search Results

Rank	Name	View		Duty Title	Actions
CAPT	Lebowski, Adam	Profile (including Awards/Decs History)		B-1B IP	Select

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Reporting

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Decoration Research Area

Personal Information

Name:	Adam Lebowski	SSAN:	xxx-xx-3095
Address:	25 Cherry Lane	Date of Birth:	04FEB74
City:	Springfield	Phone:	(727) 787-3142
State:	SD	Email:	adam.lebowski@af.mil

Currently Held Decorations

Decoration		Date
Meritorious Service Medal		17MAR2000 - 17APR2003
Joint Service Achievement Medal		15FEB1999 - 10JAN2000
Air Force Achievement Medal		01MAY1998 - 25JAN1999

View Profile

Choose a Decoration

Below is a list of decorations that the Air Force issues. Select a decoration to see the description.

Choose From List Below ▾

Decoration Description

Cancel   Select Award

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David McGwire (LtC)
5/6/2004

Decoration Research Area

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Personal Information

Name:	Adam Lebowski	**SSAN:**	xxx-xx-3095
Address:	25 Cherry Lane	**Date of Birth:**	04FEB74
City:	Springfield	**Phone:**	(727) 787-3142
State:	SD	**Email:**	adam.lebowski@af.mil

Currently Held Decorations

Decoration		Date
Meritorious Service Medal		17MAR2000 - 17APR2003
Joint Service Achievement Medal		15FEB1999 - 10JAN2000
Air Force Achievement Medal		01MAY1998 - 25JAN1999

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Choose a Decoration

Below is a list of decorations that the Air Force issues. Select a decoration to see the description.

Air Force Commendation Medal ▼

Decoration Description

The **Air Force Commendation Medal** was authorized by the Secretary of the Air Force on March 28, 1958, for award to members of the Armed Forces of the United States who, while serving in any capacity with the Air Force after March 24, 1958, shall have distinguished themselves by meritorious achievement and service. The degree of merit must be distinctive, though it need not be unique.

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Nominee Decoration Information

Personal Information

Name:	Adam Lebowski	**SSAN:**	xxx-xx-3095
Start date for Decoration Period:	May ▼ 15 ▼ 2003 ▼	**End date for Decoration Period:**	Feb ▼ 11 ▼ 2004 ▼
Reason for Award:	Meritorious Service ▼		
Rank:	CAPT	**DAFSC:**	11B4
Component:	Active	**Duty Title:**	B-1B IP
Date of Separation:	Indefinite	**TAFMSD:**	07MAR1998
EAD:	07MAR1998	**EFF Date of Promotion:**	24APR2002
OPR Data (Last 5 OPRS):		**Unit of Assignment/Office SYM:**	34th BS
Date Arrived Station:	29MAY2001	**Installation of Assignment:**	Ellsworth AFB, SD
Proj Departure Date:	06MAY2004	**Gaining Unit of Assignment:**	Columbus AFB MS
RNLTD:	31MAY2004	**Gaining MPF Address:**	Columbus AFB MS
PAS:			

Currently Held Decorations

Decoration		Date
Meritorious Service Medal		17MAR2000 - 17APR2003
Joint Service Achievement Medal		15FEB1999 - 10JAN2000
Air Force Achievement Medal		01MAY1998 - 25JAN1999

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Personal Information

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Rank:	CAPT	**DAFSC:**	11B4
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Specific Accomplishments: fill

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Rank:	CAPT	**DAFSC:**	11B4
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Air Force Achievement Medal		01MAY1998 - 25JAN1999

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Additional Information

Specific Accomplishments:

Captain Adam Lebowski distinguished himself by meritorious service as an Instructor Pilot and Standardization/Evaluation Instructor, 34th Bomber Squadron, Ellsworth AFB, South Dakota, from 15 May, 2003 to 11 February, 2004. During this period, Captain Lebowski's superior performance and outstanding dedication led to significant improvements in the unit's combat readiness, contributing immeasurably to the performance of its worldwide missions. The distinctive accomplishments of Captain Lebowski reflect credit upon himself and the

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Final Information Review and Submission

Decoration Details

The **Air Force Commendation Medal** was authorized by the Secretary of the Air Force on March 28, 1958, for award to members of the Armed Forces of the United States who, while serving in any capacity with the Air Force after March 24, 1958, shall have distinguished themselves by meritorious achievement and service. The degree of merit must be distinctive, though it need not be unique.

Nomination Summary

Recipient Rank/Name:	Adam Lebowski - View Profile
Nominated Decoration:	Air Force Commendation Medal
Submitted Justification:	Captain Adam Lebowski distinguished himself by meritorious service as an Instructor Pilot and Standardization/Evaluation Instructor, 34th Bomber Squadron, Ellsworth AFB, South Dakota, from 15 May, 2003 to 11 February, 2004. During this period, Captain Lebowski's superior performance and outstanding dedication led to significant improvements in the unit's combat readiness, contributing immeasurably to the performance of its worldwide missions. The distinctive accomplishments of Captain Lebowski reflect credit upon himself and the United States Air Force.
Recipient Unit Affiliation:	34th BS
Recipient Telephone:	(727) 787-3142
Recipient Address:	25 Cherry Lane, Springfield, SD
Recipient Email Address:	adam.lebowski@af.mil
Award Period:	15MAY2003-11FEB2004
Civilian Rank Equivalent	CAPT
MAJCOM, FOA, or DRU:	ACC
Supporting Documents:	📄 "Justification Letter.pdf"

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Decoration Nomination

Confirmation

Your nomination has been submitted. An email confirmation has been sent to you, and the commander has been notified. **Please make a note of your tracking number:**

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The commander will review your recommendation in the next few days.

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Decoration Nomination Status

Submitted:	G	**Date:**	5/6/2004
Received by Base Commander:	Y	Not yet received by base commander.	
Approved by Base Commander:	R	Prior action incomplete	
Forwarded to MAJCOM:	R	Prior action incomplete	
Received by MAJCOM:	R	Prior action incomplete	
Approved by MAJCOM:	R	Prior action incomplete	
Returned to Base Commander:	R	Prior action incomplete	
Overall Process Completed:	R	Prior action incomplete	

Email Nominee with Status   Submit Addendum to Nomination   Return to Command Page

Decoration Nomination Details

Recipient Rank/Name: Adam Lebowski
Nominated Decoration: Air Force Commendation Medal
Submitted Justification: Captain Adam Lebowski distinguished himself by meritorious service as Instructor Pilot and Standardization/Evaluation Instructor, , 34th Bomber Squadron, Ellsworth AFB, South Dakota, Jan. 15, 2003 to Jan. 11th 2004. During this period, Captain Lebowski superior performance and outstanding dedication led to significant improvements in the unit's combat readiness, contributing immeasurably to the performance of its worldwide missions. The distinctive accomplishments of Captain Lebowski reflect credit upon himself and the United States Air Force

Recipient Unit Affiliation: 34th BS
Recipient Telephone: (727) 787-3142
Recipient Address: 25 Cherry Lane, Springfield, SD
Recipient Email Address: adam.lebowski@af.mil

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Questions?

Howard.Borst@Randolph.af.mil

A Challenge Indeed!